

ABSTRACT

This study aims to determine and analyze the effect of self-efficacy on employee performance with organizational support and knowledge sharing as a mediating variable at the Tegal Pratama Tax Service Office. Sources of data used are primary data through questionnaires and secondary data through literature studies both from journals, books, and relevant data obtained from organizations.

Respondents in this study amounted to 102 employees who work at the Tegal Pratama Tax Service Office. The sampling technique in this study used saturated sampling or census techniques. Then the analysis technique used is SEM (Structural Equation Modeling) analysis with SmarPLS (Partial Least Square).

The results showed that self-efficacy had a positive and significant effect on employee performance, self-efficacy had a positive and significant effect on organizational support, organizational support had a positive and significant effect on employee performance, self-efficacy had a positive and significant impact on knowledge sharing, and knowledge sharing. positive and significant effect on employee performance. In addition, organizational support and knowledge sharing are able to mediate the relationship between self-efficacy and employee performance with a total partial mediation relationship.

Keywords: Self-efficacy, employee performance, organizational support, knowledge sharing.